

U. S. Army Soldier Support Institute

THEATER MANNING

Adjutant General School

Brief Unclassified

AGENDA

- Personnel Readiness Management (PRM)
- Personnel Accounting and Strength Reporting (PASR)
- Personnel Information Management (PIM)

U. S. Army Soldier Support Institute

PERSONNEL READINESS MANAGEMENT (PRM)

PERSONNEL READINESS MANAGEMENT (PRM)

AGENDA

- Mission
- Responsibilities
- Principles
- Battlefield Flow
- Enabling Systems

MISSION

Distribute Soldiers and Army civilians to subordinate commands Based on:

- Documented manpower requirements
- Authorizations
- Predictive analysis in support of the commander's plans and priorities.

RESPONSIBLE AGENCIES

PERSONNEL READINESS MANAGEMENT					
FUNCTION / TASK	RESPONSIBLE AGENCY				
	Battalion	Brigade	Division	Corps	Army/ASCC
Personnel Reporting	S-1	S-1	G-1	G-1	G-1
Priority of Fill	S-3	S-3	G-3	G-3	G-3
PASR	S-1	S-1	G-1	G-1	G-1
Casualty Estimation	S-1	S-1	G-1	G-1	G-1
Projected Gains/Losses	S-1	S-1	G-1	G-1	G-1
Return to Duty Projection	MED PLT/ S-1	SURGEON/ S-1	SURGEON		MEDCOM

RESPONSIBILITIES (1 OF 2)

Personnel Readiness Manager	<ul style="list-style-type: none"> • Evaluate strength levels • Advise the commander on current and projected unit personnel strength • Complete the personnel readiness section for Unit Status Report (USR) • Prepare casualty estimates • Ensure PRM data is included in the Personnel Estimate • Manage replacement operations for respective unit • Coordinate RTD Operations • Evaluate impact of R5 Operations on PRM status reporting • Ensure rear detachment/non-deploying personnel are listed in the home/rear detachment UICs
HRC	<ul style="list-style-type: none"> • Support PRM requirements for deploying and deployed units • Ensure that Brigade/BCT DMSLs transfer to gaining deployed headquarters to allow visibility of inbound Soldiers
Army/ASCC G-1	<ul style="list-style-type: none"> • Manage deployed theater personnel database (currently using DTAS) • Monitor and analyze strength reports • Establish communications with HRC, RC Personnel Offices, Rear Detachments, and Joint HQ/sister services/federal agencies • Monitor and maintain readiness information on units deploying into the Theater • Monitor, analyze, and validate unit strengths • Predict/validate personnel requirements • Recommend replacement priorities to the G3 • Develop theater personnel distribution plans • Execute approved replacement fill priorities

RESPONSIBILITIES (2 OF 2)

<p>Corps/ Division G-1</p>	<ul style="list-style-type: none"> • Establish electronic link to HR systems (if serving as the ARFOR G-1) • Provide PRM during theater opening operations (if serving as the ARFOR G-1) • Predict/validate personnel requirements - • Manage the division/corps personnel readiness network • Collect, consolidate, analyze, and report personnel strength information (PERSTAT) • Coordinate call-forward replacement operations • Maintain information on combat teams and crews • Monitor combat leader personnel status • Conduct readiness analysis, assess combat capabilities, and identify PRM (skill and rank) • Assess new equipment and weapons systems' impact on personnel requirements • Recommend replacement, allocation, and priorities to the G3 • Provide replacement priorities to Army/ASCC G-1, HRSC PASR/PRM/IM Division • Conduct reassignments to meet operational requirements
<p>Brigade/BCT S-1</p>	<ul style="list-style-type: none"> • Execute the personnel readiness status of subordinate units • Recommend replacement, requirements, and priorities • Synchronize replacement flow of personnel, and supply of equipment
<p>Battalion S-1</p>	<ul style="list-style-type: none"> • Execute personnel readiness status of subordinate units • Recommend replacement, requirements, and priorities • Synchronize replacement flow of personnel, and supply of equipment

PRINCIPLES OF PRM

- Initial Readiness
- Critical Requirements
- Special Requirements
- Replacements
- Reconstitution
 - Reorganization
 - Regeneration

INITIAL READINESS



- Unit peacetime replacement flow has become the standard means of replacing wartime losses during the GWOT and during previous operations
- Current operational doctrine directs the rotation of units to replace combat-depleted units that cannot perform assigned combat tasks due to personnel or equipment losses

CRITICAL REQUIREMENTS

- PRM managers bring deploying units to a designated readiness level
- Critical personnel requirements may remain after the units arrive in the AOR
- Commanders need to include critical personnel requirements when reporting their PRM status
- S-1s and G-1s at all levels must ensure their command has a plan for a timely and rapid call forward mechanism to deliver these unit individual replacements

SPECIAL REQUIREMENTS

- Personnel required by units to conduct operations (linguists, EOD, etc.) beyond their required/authorized strength
- Key leader losses require special attention and support from HRC
- S-1s and G-1s must closely monitor and report key leader losses based on guidance from Army/ASCC or HRC

REPLACEMENTS

- Active Component Units
 - Individual replacements will continue to arrive at home station after their designated units have deployed
 - Home station is responsible for processing/deploying Soldiers to units in the AOR
 - S-1s and G-1s must ensure efficient and timely execution of call-forward operations
- Reserve Component Units
 - Individual replacements are usually more challenging; reach back capability not as robust as AC
 - Detailed coordination is required with FORSCOM and various agencies to execute RC replacements

CURRENT REPLACEMENT OPNS

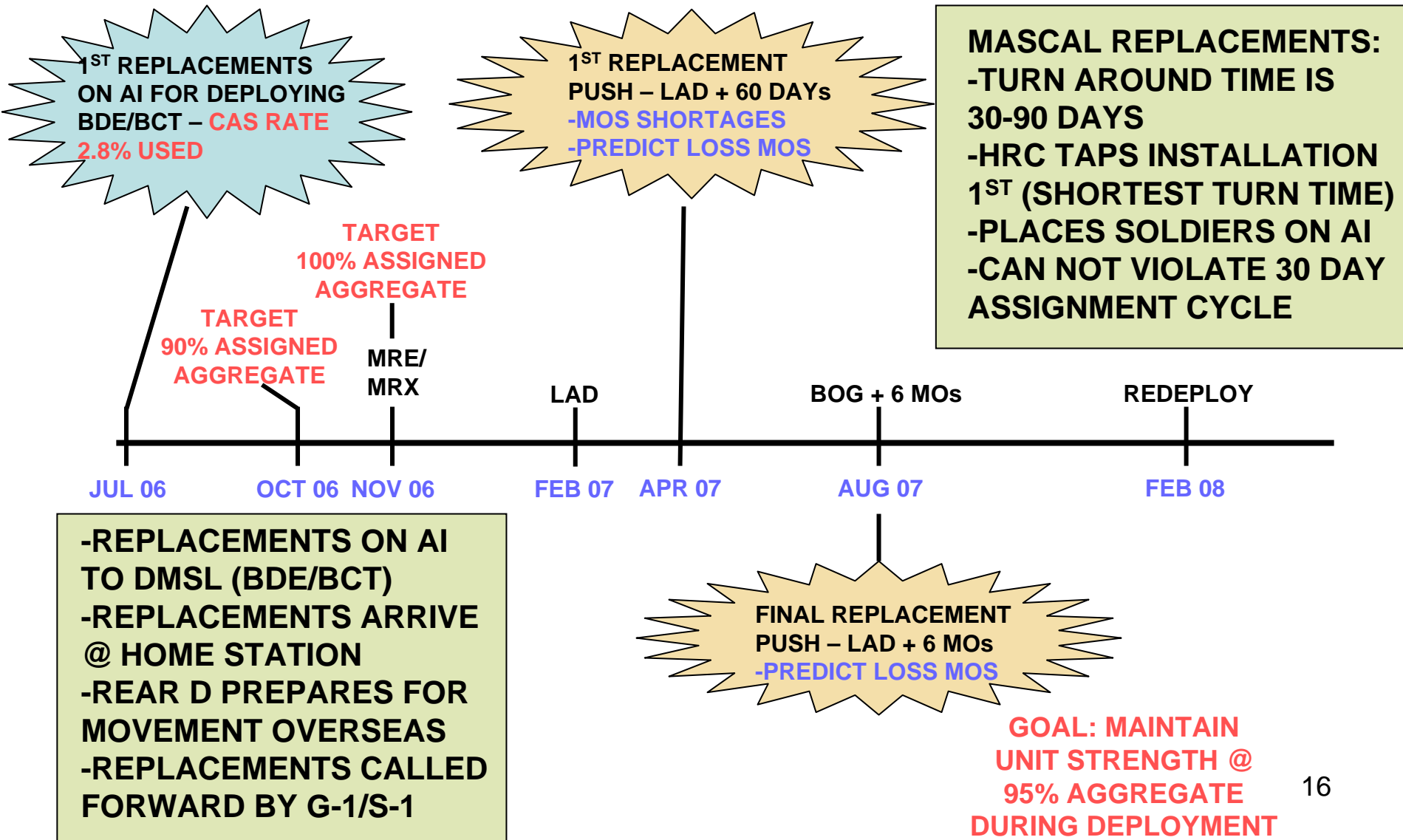
ACTIVE COMPONENT

- DEPLOYING UNITS MANNED BASED ON PUBLISHED AC MANNING GUIDANCE
 - DEPLOYING UNITS (MANNING PRIORITY 1) INITIALLY MANNED MINIMUM 100% ASSIGNED (AGGREGATE) @ LAD MINUS 90 DAYS
 - SAME UNITS MAINTAINED > 95% DEPLOYED STRENGTH (AGGREGATE) DURING DEPLOYMENT (NON-DEPLOY
 - SAME UNITS FILLED < 100% CERTAIN OFFICER/WARRANT OFFICER/ENLISTED SPECIALTIES WHERE ARMY INVENTORY CAN NOT SUPPORT 100% FILL (ALL DEPLOYING UNITS SHOULD BE FILLED TO RELATIVE SAME % OF SHORT INVENTORY MOS)
 - EXPECT FIELD GRADE FILL TO BE 90% IN DEPLOYING UNITS

CURRENT REPLACEMENT OPNS ACTIVE COMPONENT

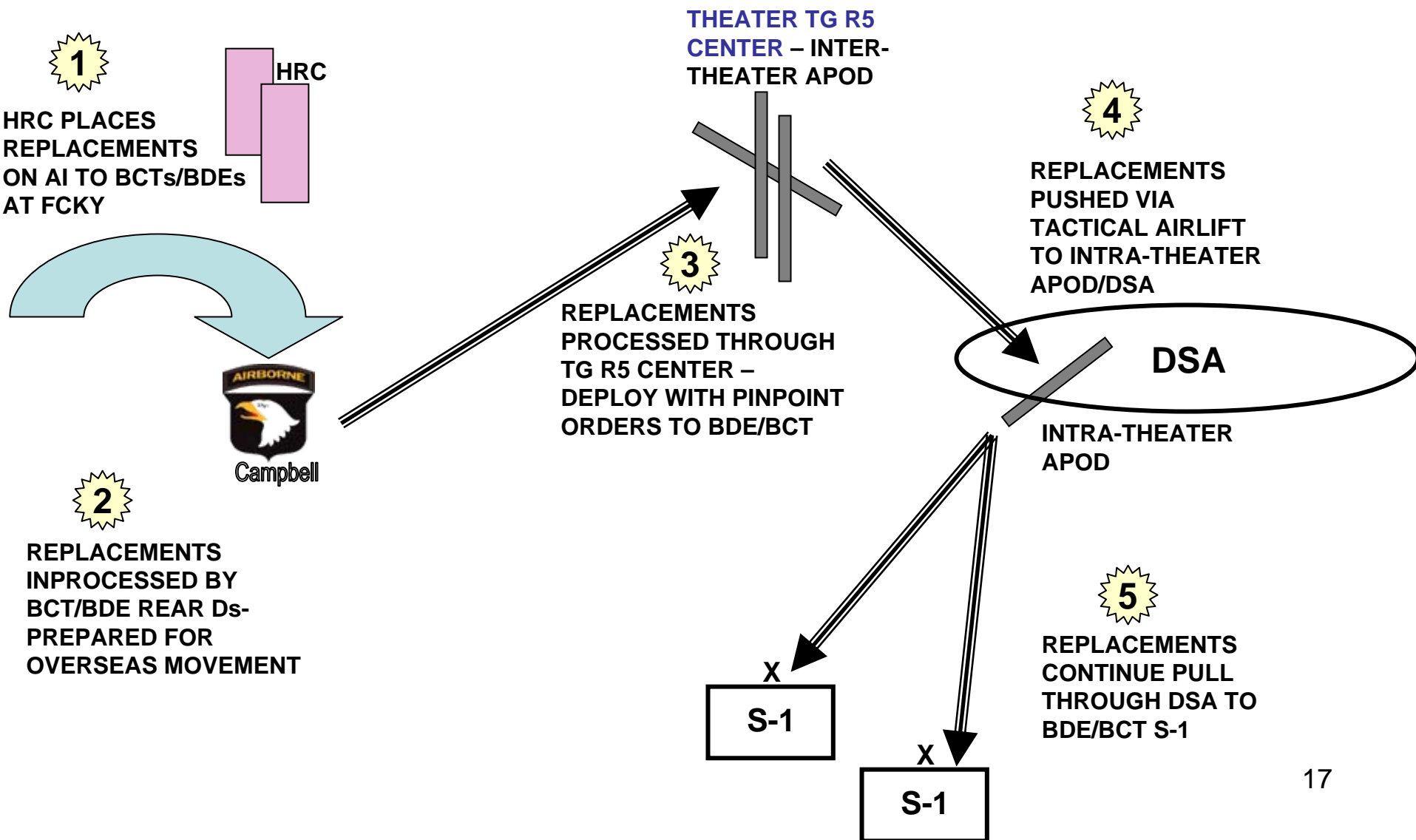
- **AC REPLACEMENT OPERATIONS EXECUTED BY EP, OP AND RD (FORMERLY DD)**
- **PREDICTIVE REPLACEMENT MODEL DESIRED ENDSTATE**
 - **REPLACEMENT PLANNING INITIALLY FOCUSES ON MOS SHORTAGES**
 - **MOS SHORTAGES PUSHED STARTING @ LAD MINUS 7 MONTHS/FILL ARRIVE D+60**
 - **CASUALTY MODEL USED TO PREDICT LIKELY OIF/OEF LOSSES – INCLUDED IN REPLACEMENT PUSH TO ARRIVE D+60 (@ HOME STATION – UNITS CALL FORWARD REPLACEMENTS AFTER INTEGRATED/PREPARED FOR DEPLOYMENT)**
 - **DESIRE TO MOVE AWAY FROM AGGREGATE AND TOWARDS MOS/GRADE FIDELITY**
- **eMILPO AND NON-AVAILABLE SOLDIERS**
 - **BRIGADE/BCT S-1s MUST ENSURE REFLECT TRUE NON-DEPLOYABLES**
 - **HRC WILL TRY TO PUSH REPLACEMENTS FOR TRUE NON-DEPLOYABLES AND PCS THOSE SOLDIERS ELSEWHERE**

REPLACEMENT MODEL



REPLACEMENT FLOW

NORMAL/PREDICTED LOSS RATE



RECONSTITUTION

Reconstitution is an action planned and implemented by a Commander to restore units to a level of combat effectiveness commensurate with mission requirements and available resources.

Commanders have 2 reconstitution options – reorganization and regeneration. The commander can execute them separately but will most often execute them sequentially.

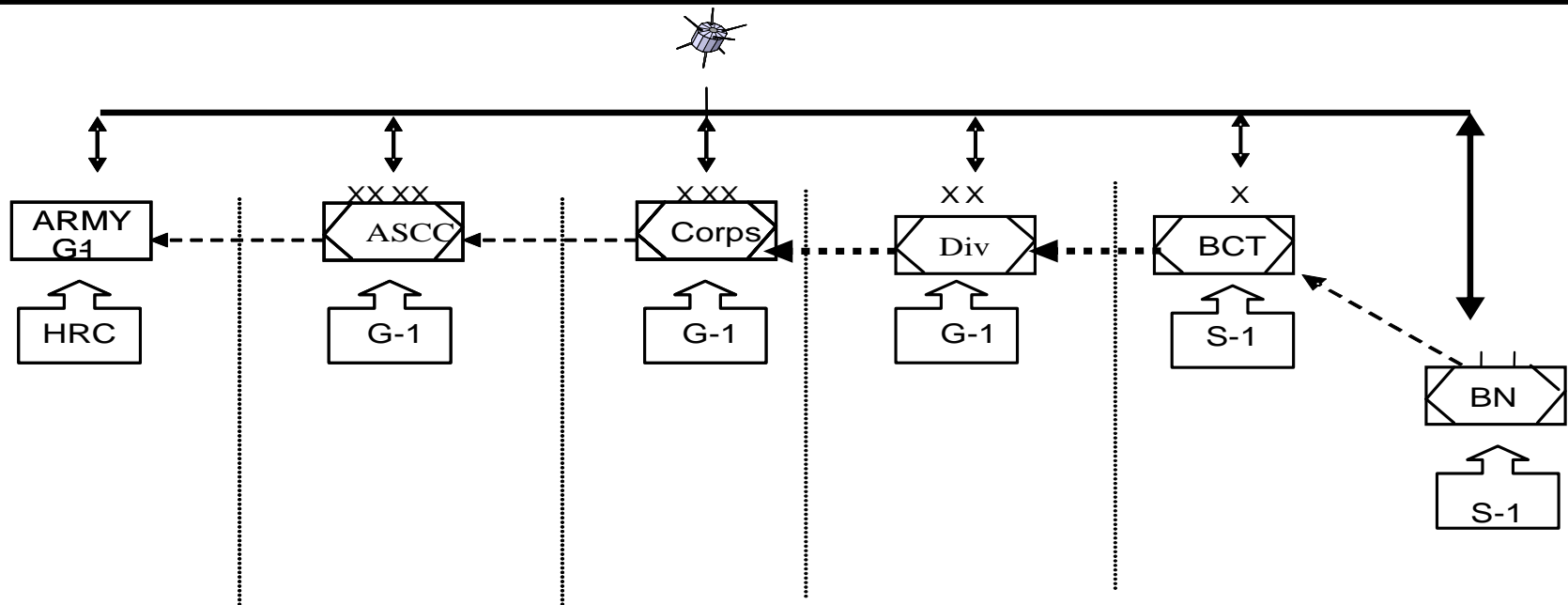
- Reorganization is an action to shift resources within a degraded unit to increase its combat effectiveness. Commanders of all types of units at each echelon conduct it. Units reorganize before considering regeneration.
- Reorganization includes the following measures:
 - Cross-leveling equipment and personnel
 - Matching operational weapons and systems with crews
 - Forming composite units (joining two or more units with high attrition rates to form a single mission capable unit)
- Regeneration is the action of rebuilding a unit requiring large scale replacement of personnel, equipment, and supplies.
 - Involves conducting mission-essential collective training to get the regenerated unit to standard with its new personnel and equipment
 - May involve reestablishing or replacing the chain of command

BATTLEFIELD FLOW

- PRM managers are responsible to continuously collect, correlate, and analyze critical personnel strength information to develop a vision of current and future personnel requirements
- PRM managers require the latest known personnel strength, recent casualties, recent replacement allocations, Soldiers and Army civilians returning to duty, and projected replacement gains and casualty losses in order to develop an accurate battle assessment
- PRM readiness managers make recommendations to commanders on various courses of action for a given purpose.

PERSONNEL REPORTING INFORMATION FLOW (MODULAR FORCE)

PERSONNEL REPORTING INFORMATION FLOW MODULAR FORCE



LEGEND

- Automated Strength Report
- - - → Manual Strength Report

ENABLING SYSTEMS

- **TOPMIS-II (Total Officer Personnel Management Information System-II):** Real-time, interactive, automated system used by managers at HRC to manage and distribute the Army's officer population and to update officer record data
- **EDAS (Enlisted Distribution and Assignment System):** Automated system which supports the management of the enlisted force (assignments, deletions and deferments)
- **ACPERS-HQ (Army Civilian Personnel System-Headquarters):** Provides information on Army civilian personnel; includes strength accounting, employment, award and performance data
- **eMILPO (Electronic Military Personnel Office):** Provides the Army with a reliable, timely, and efficient mechanism for performing personnel actions and strength accountability
- **DTAS (Deployed Theater Accounting Software):** Provides commanders with a standardized software tool and database for tracking and reporting the duty status of all deployed personnel in a particular theater by name (SSN), unit location, and day

U. S. Army Soldier Support Institute

PERSONNEL ACCOUNTING AND STRENGTH REPORTING (PASR)

PERSONNEL ACCOUNTING AND STRENGTH REPORTING (PASR)

AGENDA

- Mission
- Responsibilities
- Principles
- Battlefield Flow
- Enabling Systems

MISSION

The mission of the Army's PASR system is to provide personnel accountability reports and other strength-related information such as duty status, unit of assignment, location, Assignment Eligibility Available (AEA) codes, Military Occupational Specialty (MOS) codes and updates command personnel databases at all levels.

PASR RESPONSIBLE AGENCIES

PERSONNEL ACCOUNTING AND STRENGTH REPORTING					
FUNCTION/ TASK	RESPONSIBLE AGENCY				
	Battalion	Brigade	Division	Corps	Army/ ASCC/ HRSC
Personnel Accountability	S-1	S-1	G-1	G-1	G-1
Strength Reporting	S-1	S-1	G-1	G-1	G-1
Patient Tracking	S-1	S-1	Surgeon	Surgeon	Surgeon
Straggler Control	S-3	S-3	Provost Marshall	Provost Marshall	Provost Marshall
Mortuary Affairs (MA)	S-4	S-4	MA Team	MA Collection Company	G-4

RESPONSIBILITIES (1 OF 3)

<p>Human Resources Command</p>	<ul style="list-style-type: none"> ▪ Provide technical instructions to govern reassigning selected Soldiers to fill readiness requirements in deploying units ▪ Provide technical instructions for processing civilian and joint personnel information into the theater personnel database ▪ Provide oversight for the Army's automated deployed personnel accountability software ▪ Provide technical assistance, as required by the Army/ASCC G-1, establishing the deployed theater database ▪ Provide technical policy and procedures to govern mobilizing RC Soldiers accession into the AC personnel database
<p>Army/ASCC G-1</p>	<ul style="list-style-type: none"> ▪ Establish reporting policies reflecting detailed reporting procedures and responsibilities (who reports to whom) ▪ Manage ASCC personnel readiness network and establish deployed theater personnel database (currently using DTAS) ▪ Assume the PASR management responsibility ▪ Establish of theater policy for reporting ▪ Work with HRSC on data reconciliations ▪ Ensure unit authorization documents are available for all organizations arriving in the AOR ▪ Establish communication with HRC, RC Personnel Offices, Rear Detachments, CRC, and Joint HQ/sister services/federal agencies ▪ Monitor and maintain readiness information on units deploying into the Theater ▪ Monitor, analyze, and validate unit strengths to determine personnel requirements and priorities ▪ Prepare any personnel summary and requirement reports as required ▪ Predict and validate personnel requirements based on current strength, projected gains, estimated losses, and RTD projections ▪ Recommend replacement priorities to the G3 (if replacement shelves are created) ▪ Manage theater replacement system (if replacement and casualty shelves are utilized) ▪ Develop theater personnel distribution plans (if replacement and casualty shelves are created) ▪ Conduct reassignments to meet operational requirements (coordinate with subordinate G-1/S-1 and HRC)

RESPONSIBILITIES (2 OF 3)

HRSC

- Deploy an early entry module to establish the theater deployed personnel database
- Establish and operate the deployed theater personnel database
- Ensure data properly entered into theater system (DTAS) for required data fields to generate JPERSTAT requirements
- Operate the automated theater PASR management system
- Collect, reconcile, correlate, and analyze critical personnel readiness information
- Conduct data reconciliations and quality control checks
- Monitor, analyze, and validate deploying units authorization documents

Corps G-1

- Establish and enforce PASR reporting requirements for subordinate units
- Ensure all subordinate G-1's/S-1's are notified of all pending and potential task organization changes
- Ensure all reports reflect the latest task organization
- Monitor automated theater deployed personnel accountability system as required
- Develop relationships with subordinate task organized units to ensure timely and accurate PASR
- Submit Personnel Status (PERSTAT) reports as required
- Submit Personnel Summary Reports (PERSUM) and Personnel Requirements Reports (PRR) as required
- Provide guidance and oversight for accountability cells at ports of embarkation and debarkation in Joint Operating Areas (JOAs).
- Establish an automated PASR system by aligning with all arriving unit S-1s
- Direct arriving Battalions and separate units to provide flight/sea manifests to R5 team or Corps G-1 representative at APOD/SPOD
- Conduct data reconciliations and quality control checks
- Ensure that a PASR manager from the ASCC deploys with the early entry Corps PMC increment

RESPONSIBILITIES (3 OF 3)

Division G-1	<ul style="list-style-type: none"> ▪ Establish and enforce PASR reporting requirements for subordinate units ▪ Ensure all subordinate S-1's are informed of and track all pending and potential task organization changes ▪ Ensure all submitted PASR reports reflect latest task organization ▪ Ensure by name accountability data matches strength data ▪ Monitor automated AOR deployed personnel accountability system ▪ Synchronize the timely vertical flow of automated personnel information from Battalions and Brigade/BCTs and separate units ▪ Submit Personnel Status (PERSTAT) reports as required ▪ Coordinate with the G-3/5/7 for manpower requirements and generate replacement requests to fill billets ▪ Conduct data reconciliations and quality control checks ▪ Submit Personnel Summary Reports (PERSUM) and Personnel Requirements Reports (PRR) as required ▪ Provide guidance and oversight for accountability cells at ports of embarkation and debarkation in AOR
Brigade / BCT S-1	<p>The Brigade/BCT S-1's PASR have the responsibility to maintain personnel strength information and process status changes for all assigned personnel. Brigade S-1s keep the theater personnel database current by updating changes to a Soldiers status to include changes in unit assignment or location.</p>
Battalion S-1 Section	<p>The Battalion S-1 PASR has the responsibility to maintain personnel strength information and process duty status changes for all assigned personnel. Similar to the brigade level, battalions must update any changes in personnel status or location.</p>

PRINCIPLES

- **Personnel Accountability**
 - Crucial to the Army's entire PIM System
 - Recording by-name data
- **Strength Reporting**
 - Transformation of by-name data into a numerical end product
 - Reflects the combat power of a unit and supports tactical decision making
- **Manual Reports**
 - Usually used in addition to automated systems
 - Personnel Status Report (PERSTAT)
 - Personnel Summary (PERSUM)
 - Personnel Requirements Report (PRR)

PERSONNEL STATUS REPORT

Provides an assigned an available strength count, and captures gains and losses since the last reporting period.

MILITARY PERSONNEL					UNIT NAME															NOTES
COUNTRY, UNIT	START	ON	LOS	END	USA	ARG	LEAR	REMALES	AF	ANG	AFR	REMALES	LEMC	LEMR	REMALES	NAVY	NAVRES	REMALES		
QATAR																				
CAMP AS SAYLIYAH																				
UNIT NAME 1	6	0	0	6	1	0	1	1	2	0	0	0	0	0	0	3	0	0		
UNIT NAME 2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
UNIT NAME 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CAMP AS SAYLIYAH TOTAL	8	0	0	8	3	0	1	1	2	0	0	0	0	0	0	3	0	0		
TOTAL QATAR																				
	8	0	0	8	3	0	1	1	2	0	0	0	0	0	0	3	0	0		
KUWAIT																				
CAMP DOHA																				
UNIT NAME 1	20	0	0	20	16	0	16	6	4	0	0	0	0	0	0	0	0	0		
UNIT NAME 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CAMP DOHA TOTAL	20	0	0	20	16	0	16	6	4	0	0	0	0	0	0	0	0	0		
CAMP ARIFJAN																				
UNIT NAME 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
UNIT NAME 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CAMP ARIFJAN TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL KUWAIT																				
	20	0	0	20	16	0	16	6	4	0	0	0	0	0	0	0	0	0		
IRAQ																				
ABU GHRAIB																				
UNIT NAME 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
UNIT NAME 2	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0		
UNIT NAME 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
ABU GHRAIB TOTAL	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0		
CAMP SLAYER																				
UNIT NAME 1	16	0	0	16	9	6	2	0	5	0	0	0	1	0	0	1	0	0		
UNIT NAME 2	7	0	0	7	4	0	1	1	3	0	0	1	0	0	0	0	0	0		
UNIT NAME 3	15	0	0	15	5	0	3	0	4	4	0	0	1	1	0	5	0	0		
CAMP SLAYER TOTAL	38	0	0	38	18	6	6	1	12	4	0	1	2	1	0	6	0	0		
FALLUJAH																				
UNIT NAME 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
UNIT NAME 2	4	0	2	2	1	0	0	0	0	0	0	0	0	0	0	1	0	0		
FALLUJAH TOTAL	4	0	2	2	1	0	0	0	0	0	0	0	0	0	0	1	0	0		

PERSONNEL SUMMARY REPORT

Displays a unit's personnel strength in aggregate numbers, as of a given time;
Used to assess combat power and set priorities.

PERSONNEL SUMMARY																
REPORTING UNIT: 1/34 AR BN								DATE/TIME OF REPORT (as of:)								
MPC	PREVIOUS			GAINS		LOSSES		DYST CHANGES						CURRENT		OP STR%
	AUTH	ASG	OP STR	REPL	ATCH	RSG	KIA	RTD	MIA	WIA	NBL	DICTDY	OTH	ASG	OP STR	
O	5	4	4	0	0	0	0	0	0	0	0	0	0	4	4	80.0
W	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E	57	57	56	2	0	0	4	0	0	2	0	0	0	53	52	91.2
TOTAL	62	61	60	2	0	0	4	0	0	2	0	0	0	57	56	90.3

PERSONNEL REQUIREMENTS REPORT

Displays a unit's personnel replacement requirements by grade/MOS.

PERSONNEL REQUIREMENTS REPORT

DATE/TIME OF REPORT (as of:)

REPORTING UNIT 104 AR BN	2LT/1LT			CPT			MAJ			LTC			COL			TOTALS		
	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	% FILL
12B	20	19	1	9	6	3	2	2	0	1	1	0	0	0	0	32	28	88
25C	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	100
70B	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	100
TOTAL	21	20	1	10	7	3	2	2	0	1	1	0	0	0	0	34	30	88
TOTAL	21	20	1	10	7	3	2	2	0	1	1	0	0	0	0	34	30	88

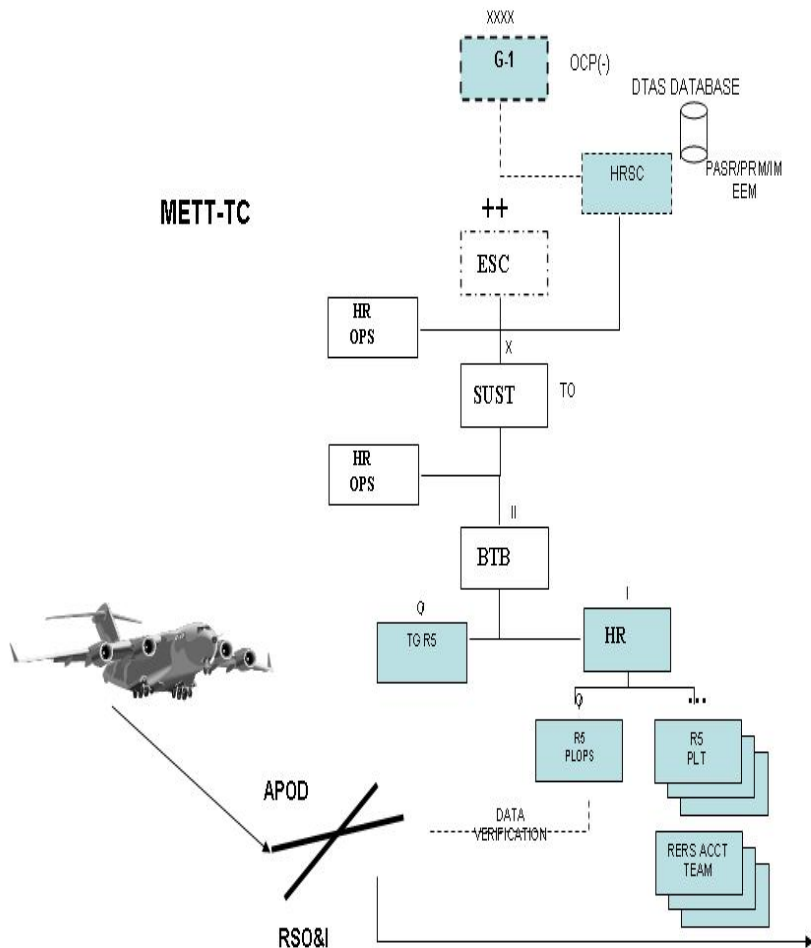
	WO1			CW2			CW3			CW4			CW5			TOTALS		
	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	% FILL
131A	2	1	1	1	0	1	2	2	1	1	1	0	0	0	0	6	4	66
251A	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	100
915d	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	1	1	100
TOTAL	24	23	1	2	1	1	2	2	0	1	1	0	0	0	0	8	6	75
TOTAL	24	23	1	2	1	1	2	2	0	1	1	0	0	0	0	8	6	75

	SL10			SL20			SL30			SL40			SL50			TOTALS		
	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	REQ	AUTH	ASG	% FILL
19K	196	192	4	42	39	3	24	23	1	15	14	1	5	5	0	282	273	97
54B	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	2	2	100
92Y	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	2	2	100
TOTAL	197	193	4	44	41	3	24	23	1	16	15	1	5	5	0	286	277	97
TOTAL	197	193	4	44	41	3	24	23	1	16	15	1	5	5	0	286	277	97

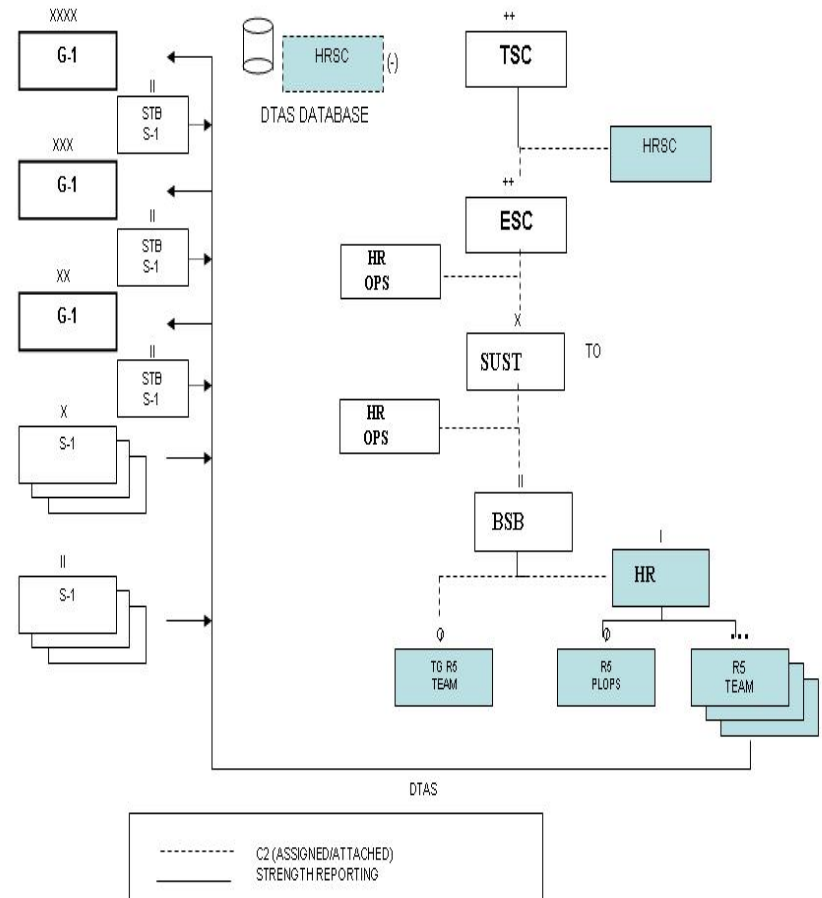
PERSONNEL ACCOUNTING AND STRENGTH REPORTING

THEATER OPENING

METT-TC



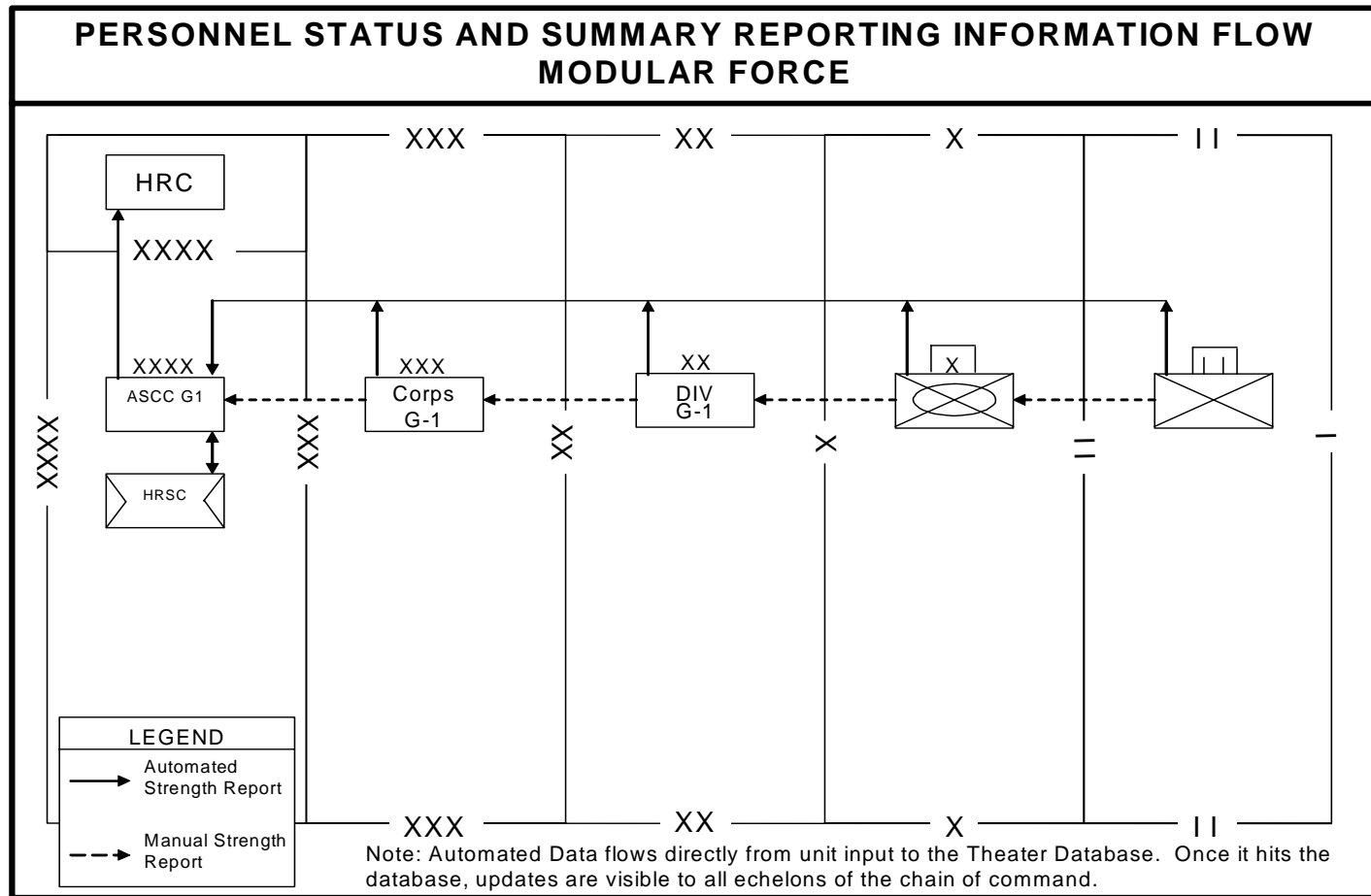
MATURE THEATER



BATTLEFIELD FLOW

- Commanders at every echelon are responsible for accounting for Soldiers, DoD civilians, Joint personnel and contractors and summarizing unit strength
- Commanders are able to meet their strength accounting responsibilities through submission of personnel status reports by use of automated personnel enabling systems and manual reports
- DTAS is the primary reporting database in theater as it captures the most complete and accurate information
- DTAS can be used to feed the Joint Personnel Status and Casualty Report (JPERSTAT) format to satisfy Joint reporting requirements
- DTAS inputs should occur at all APODs
- The PASR (currently DTAS) system is used for planning of closure for Forward Operating Bases (FOB), budgeting requirements, RFIs, AAFES, MWR, and intra-theater pass program planning and execution

PERSONNEL STATUS AND SUMMARY REPORTING INFORMATION FLOW (MODULAR FORCE)



CRITICAL ELEMENTS

- Name
- MOS/Skills
- Rank
- Unit
- UIC
- Assigned unit location
- Duty location
- Key dates of arrival/departure
- Duty status
- Key data elements determined by the Army/ASCC

ENABLING SYSTEMS

- **COPS (Common Operating Picture Synchronizer):** Provides the capability to view strength information by MACOM, UIC, DML, and DMSL with drill down to grade, MOS and ASI/SQI
- **DTAS (Deployed Theater Accountability Software):** Provides land based commanders a standardized software tool and database for tracking and reporting the duty status of all deployed personnel by Name (SSN), Unit Location, and Day
- **eMILPO (Electronic Military Personnel Office):** Provides the Army with a reliable, timely, and efficient mechanism for managing strength accountability and performing personnel actions
- **TPS (Tactical Personnel System):** Supports a commander's tactical decision-making process by creating a deployable "go to war" personnel strength automated file

U. S. Army Soldier Support Institute

PERSONNEL INFORMATION MANAGEMENT (PIM)

PERSONNEL INFORMATION MANAGEMENT (PIM)

AGENDA

- Mission
- Responsibilities
- Enabling Systems

MISSION

The mission of Personnel Information Management (PIM) is to collect, process, store, display and disseminate critical information about Soldiers, Department of the Army (DA) Civilians, units and other personnel as directed.

HISTORICAL PERSPECTIVE

Personnel accountability is paramount in HR and at no time is this more evident than on the battlefields supporting today's Global War on Terrorism. Commanders at all levels depend on accurate and timely troop strength and accountability information during the operational planning process.

RESPONSIBILITIES (1 of 2)

HRSC PASR/ PRM/IM Division	<ul style="list-style-type: none"> • Manage personnel information (manual and/or electronic) on assigned/attached personnel that updates the following systems: eMILPO, TPS, DTAS, DCIPS-Forward. • Monitor PASR through access to eMILPO, DTAS • Manage personnel files IAW governing regulations and policies • Provide technical guidance for PIM to subordinate HR Operations Cells, G-1s and Brigade/BCT S-1s • Publish implementing instructions for personnel policies and programs for support units and the theater. • Establish and maintain Army/ASCC personnel database • Provide technical assistance to supported units on all personnel automated systems in theater
Army/ASCC G-1	<ul style="list-style-type: none"> • Monitor personnel information (manual and/or electronic) for assigned/attached personnel that updates the following systems: eMILPO, TPS, DTAS, DCIPS-Forward, iPERMS, EDAS, and TOPMIS II • Manage PASR through access to eMILPO and DTAS • Establish and manage policies and procedures that affect PIM for subordinate units and the theater • Publish implementing instructions for personnel policies and programs for supported units • Establish and maintain Army/ASCC deployed theater personnel database
PAS Section of the PPA or Brigade/BCT S-1	<ul style="list-style-type: none"> • Maintain the architecture, user roles and permissions, and resolving/reconciling discrepancies in eMILPO for supported units • Establish permissions and access levels to eMILPO for users assigned within their PPA/Brigade/BCT • Manage and provide oversight of error resolution within their PPA/Brigade/BCT • Manage and provide oversight of strength deviations within their PPA/Brigade/BCT • Ensure compliance with policies and procedures for PIM within their PPA/Brigade/BCT • Provide technical assistance on all HRC operated personnel automation systems to supported users

RESPONSIBILITIES (2 of 2)

Division/Corps G-1	<ul style="list-style-type: none"> • Monitor personnel information (manual and/or electronic) on assigned/attached personnel that updates the following systems: eMILPO, TPS, DTAS, DCIPS-Forward, iPERMS • Manage PASR through access to eMILPO, DTAS and other theater systems • Manage personnel files IAW governing regulations and policies • Establish and manage policies and procedures that affect PIM for subordinate units
Brigade/BCT S-1	<ul style="list-style-type: none"> • Update strength related information in automated databases to include gains, losses, grade changes, and duty status changes • Provide oversight on the management of personnel information (manual and/or electronic) on assigned/attached personnel that updates the following systems: eMILPO, TPS, DTAS, DCIPS-Fwd, iPERMS • Access and/or update the following systems: DEERS, EDAS, TOPMIS II, eMILPO, DCIPS-Fwd, iPERMS, and DTAS • Manage personnel files IAW governing regulations and policies • Manage hierarchy access for PASR systems in the Brigade/BCT • Conduct PAS management for all subordinate units
Battalion S-1/ Separate Company	<ul style="list-style-type: none"> • Update strength-related information in automated databases to include gains, losses, grade changes, and duty status changes. • Management of personnel information (manual and/or electronic) on assigned/attached personnel that update the following systems: eMILPO, TPS, DTAS, DCIPS-Fwd, iPERMS. • Manage personnel files IAW governing regulations and policies.

ENABLING SYSTEMS

- **eMILPO (Electronic Military Personnel Office):** Provides the Army with a reliable, timely, and efficient mechanism for managing strength accountability and performing personnel actions
- **TPS (Tactical Personnel System):** Supports a commander's tactical decision-making process by creating a deployable "go to war" personnel strength automated file
- **DTAS (Deployed Theater Accountability Software):** Provides land based commanders a standardized software tool and database for tracking and reporting the duty status of all deployed personnel by Name (SSN), Unit Location, and Day
- **DCIPS-Forward (Defense Casualty Information Processing System-Forward):** An automated system to record and report casualty data. The system is employed by HR units performing casualty reporting missions and is capable of producing automated casualty reports
- **iPERMS (Interactive Personnel Electronic Record Management System):** Repository of Official Military Personnel File (OMPF) legal artifacts for all active Army personnel (includes Active Duty, Reserve, and National Guard).

U. S. Army Soldier Support Institute

QUESTIONS???

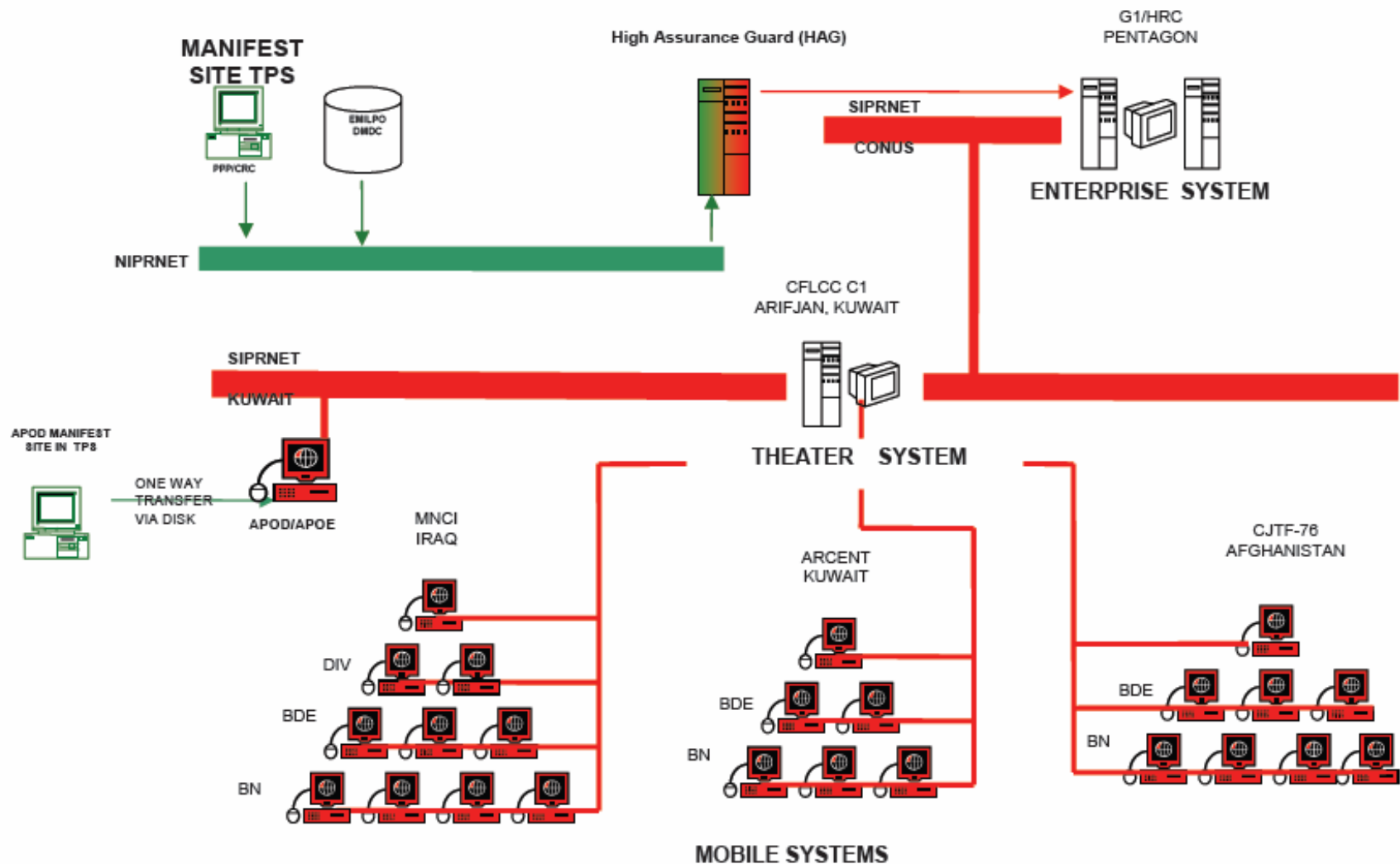
Adjutant General School

U. S. Army Soldier Support Institute

BACK-UP INFORMATION

Adjutant General School

DTAS Architecture Overview



DTAS System Levels

- **Enterprise (G1/HRC, Pentagon) - Serves as the “Strategic” or top level database of deployed service member data. It resides on the SIPRNet.**
- **Theater (Kuwait) - Serves as the “Operational” level database for OIF/OEF.**
- **Mobile (Unit) - Serves as the “Tactical” level database of deployed service member data for that particular unit.**

REFERENCES (PRM)

- AR 135-205, Enlisted Personnel Management
- AR 600-8, Military Personnel Management
- AR 600-8-101, Personnel Processing (In-Out, Soldier Readiness, Mobilization and Deployment Processing)
- AR 600-8-6, Personnel Accounting and Strength Reporting
- AR 614-100, Officer Assignment Policies, Details and Transfers
- AR 614-200, Enlisted Assignment and Utilization Management
- AR 690-11, Use and Management of Civilian Personnel in Support of Military Contingency Operations
- DA Pam 600-8-101, Personnel Processing (In-Out, Soldier Readiness, Mobilization and Deployment Processing)
- FM 100-9, Reconstitution
- FM 1-0, Human Resources Doctrine
- FM 1-xx.x, Theater Human Resources Operations

PROPONENCY

The functional proponent for Personnel Readiness Management is the Army G-1.

REFERENCES (PASR)

- AR 135-205, Enlisted Personnel Management
- AR 600-8, Military Personnel Management
- AR 600-8-6, Personnel Accounting and Strength Reporting
- AR 614-100, Officer Assignment Policies, Details and Transfers
- AR 614-200, Enlisted Assignment and Utilization Management
- AR 690-11, Use and Management of Civilian Personnel In Support of Military Contingency Operations
- AR 715-9, Contractors Accompanying the Force
- eMILPO, Functional Guidance
- Deployed Theater Accountability Software (DTAS), Functional Guidance
- FM 1-0, Human Resource Doctrine
- FM 1-xx.x, Theater Human Resources Operations

PROPONENCY

The functional proponent for the PASR system is the Field Systems Division, The Adjutant General's Directorate, United States Army Human Resources Command (HRC).

REFERENCES (PIM)

- AR 600-8, Military Personnel Management
- AR 600-8-1, Army Casualty Operations/Assistance/Insurance
- AR 600-8-6, Personnel Accounting and Strength Reporting
- AR 600-8-11, Reassignments
- AR 600-8-14, Identification Cards for Members of the Uniformed Services, Their Family Members, and Other Eligible Personnel
- AR 600-8-22, Military Awards
- AR 600-8-101, Personnel Processing (In-, Out-, Soldier Readiness, Mobilization and Deployment Processing)
- AR 600-8-103, Battalion S-1
- AR 600-8-104, Military Personnel Information Management/Records
- FM 1-0, Human Resources Operations
- FM 1-xx.x, Theater Human Resources Operations

PROPONENCY

The proponent for Personnel Information Management is the Army G-1. The Army G-1 administers management of most automated personnel information management systems through Human Resources Command (HRC).